



SCI E&C Joint Stock Company

3rd Floor, Tower C, Golden Palace Building, Me Tri Street, Tu Liem Ward, Hanoi
Tel: 0 2 4 3386 8243 |Email: enc@scigroup.vn| Website : www.scigroup.vn

Number: 23/2026-SCIEC-HĐQT

Hanoi, September 30, 2026

RESOLUTION

Mr. Luu Minh Thanh is dismissed from his position as Director of the Company.

BOARD OF DIRECTORS OF SCI E&C JOINT STOCK COMPANY

Base:

- Law on Enterprises No. 59/2020/QH14 of the 14th National Assembly of the Socialist Republic of Vietnam was passed on June 17, 2020;
- Articles of Organization and Operation of the Company;
- Mr. Luu Minh Thanh's resignation letter from the position of Company Director;
- Minutes of the Board of Directors meeting dated September 30, 2026.

RESOLUTION

Article 1. Mr. Luu Minh Thanh is hereby dismissed from his position as Director of the Company effective October 1, 2026.

Article 2. Mr. Luu Minh Thanh is responsible for handing over all relevant work, documents, and files to his successor in accordance with regulations.

Article 3. This Resolution takes effect from the date of signing. The members of the Board of Directors, the Audit Committee, the Management Board, the affiliated units, and Mr. Luu Minh Thanh shall implement this Resolution accordingly.

Recipient:

- As per Article 3;
- Companies within the SCI Group (for your information);
- Keep records of the Board of Directors and personal files.

**TM. BOARD OF DIRECTORS
CHAIRPERSON**

Phan Thanh Hai



SCI E&C Joint Stock Company

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Number: 24/2026-SCIEC-HĐQT

Hanoi, September 30, 2026

RESOLUTION

Appointing Mr. Luu Minh Thanh to the position of Vice Chairman of the Board of Directors of the Company.

BOARD OF DIRECTORS OF SCI E&C JOINT STOCK COMPANY

Base:

- *Law on Enterprises No. 59/2020/QH14 of the 14th National Assembly of the Socialist Republic of Vietnam was passed on June 17, 2020;*
- *Articles of Organization and Operation of the Company;*
- *Minutes of the Board of Directors meeting dated September 30, 2026.*

RESOLUTION

Article 1. Appointment of Mr. Luu Minh Thanh

- Citizen Identification Number: _____ by _____ the Department of Administrative Management of Social Order.
- Position held: **Vice Chairman of the Board of Directors of SCI E&C Joint Stock Company**
- Time: Starting from October 1, 2026

Article 2. Mr. Luu Minh Thanh is responsible for performing his new duties as stipulated in the Company's Charter and assigned tasks within the Board of Directors. His salary will be paid according to the Company's regulations.

Article 3. This Resolution takes effect from the date of signing. The members of the Board of Directors, the Audit Committee, the Management Board, the affiliated units, and Mr. Luu Minh Thanh shall implement this Resolution accordingly.

Recipient:

- *As per Article 3;*
- *Companies within the SCI Group (for your information);*
- *Keep records of the Board of Directors and personal files.*

**TM. BOARD OF DIRECTORS
CHAIRPERSON**

Phan Thanh Hai

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Number: 25/2026-SCIEC-HĐQT

Hanoi, September 30, 2026

RESOLUTION

Mr. Bui Chi Giang is dismissed from his position as Deputy Director of the Company.

BOARD OF DIRECTORS OF SCI E&C JOINT STOCK COMPANY**Base:**

- *Law on Enterprises No. 59/2020/QH14 of the 14th National Assembly of the Socialist Republic of Vietnam was passed on June 17, 2020;*
- *Articles of Organization and Operation of the Company;*
- *Minutes of the Board of Directors meeting dated September 30, 2026.*

RESOLUTION

Article 1. Mr. Bui Chi Giang is hereby dismissed from his position as Deputy Director of the Company effective October 1, 2026.

Article 2. Mr. Bui Chi Giang is responsible for handing over all relevant work, documents, and files to the members of the Board of Directors in accordance with regulations.

Article 3. This Resolution takes effect from the date of signing. The members of the Board of Directors, the Audit Committee, the Management Board, the affiliated units, and Mr. Bui Chi Giang shall implement this Resolution accordingly.

Recipient:

- *As per Article 3;*
- *Companies within the SCI Group (for your information);*
- *Keep records of the Board of Directors and personal files.*

**TM. BOARD OF DIRECTORS
CHAIRPERSON**

Phan Thanh Hai



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Number: 26/2026-SCIEC-HĐQT

Hanoi, September 30, 2026

RESOLUTION

Appointing Mr. Bui Chi Giang as Director of the Company

BOARD OF DIRECTORS OF SCI E&C JOINT STOCK COMPANY

Base:

- *Law on Enterprises No. 59/2020/QH14 of the 14th National Assembly of the Socialist Republic of Vietnam was passed on June 17, 2020;*
- *Articles of Organization and Operation of the Company;*
- *Minutes of the Board of Directors meeting dated September 30, 2026.*

RESOLUTION

Article 1. Appointing Mr. Bui Chi Giang

- Citizen Identification Number: _____ by _____ the
Department of Administrative Management of Social Order.
- Position held: **Director of SCI E&C Joint Stock Company**
- Time: 5 years from October 1, 2026

Article 2. Mr. Bui Chi Giang is responsible for performing his new duties as stipulated in the Company's Charter and assigned tasks within the Board of Directors. His salary will be paid according to the Company's regulations.

Article 3. This Resolution takes effect from the date of signing. The members of the Board of Directors, the Audit Committee, the Management Board, the affiliated units, and Mr. Bui Chi Giang shall implement this Resolution accordingly.

Recipient:

- *As per Article 3;*
- *Companies within the SCI Group (for your information);*
- *Keep records of the Board of Directors and personal files.*

**TM. BOARD OF DIRECTORS
CHAIRPERSON**

Phan Thanh Hai